

# UNCT-SWAP GENDER EQUALITY SCORECARD

## ANNUAL PROGRESS ASSESSMENT REPORT AND ACTION PLAN

### United Nations Country Team in China 2021

ACCOUNTABILITY FRAMEWORK FOR MAINSTREAMING GENDER EQUALITY AND THE EMPOWERMENT OF  
WOMEN INTO UNCT PROCESSES, INSTITUTIONAL ARRANGEMENTS, AND RESULTS



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## 1. Background

The UNCT-SWAP Gender Equality Scorecard is a globally standardized monitoring and accountability framework that promotes adherence with minimum gender mainstreaming requirements in the work of the UN system at the country level.

The Scorecard was endorsed in 2008 by the United Nations Development Group (now UNSDG) in response to the 2006 UN Chief Executives Board for Coordination (CEB) *Policy on Gender Equality and the Empowerment of Women* ([CEB/2006/2](#)), which called for a system-wide action plan in order to operationalize the strategy of gender mainstreaming at the entity level and in the field. First known as the Gender Scorecard, its focus originally was on joint processes and institutional arrangements at the country level. The UN System-wide Action Plan for Gender Equality and the Empowerment of Women (UN-SWAP) formed the entity-specific part of the accountability framework.

In 2018, the UNCT-SWAP Gender Equality Scorecard (UNCT-SWAP) was updated to ensure greater alignment with the UN-SWAP, and to reflect new guidance on common country processes in the context of the repositioning agenda of the United Nations Development System. Both SWAPs were expanded at this stage to cover also development and normative results tied to the SDGs.

The mandate for UNCTs to implement the UNCT-SWAP emanates from the Quadrennial Comprehensive Policy Review (QCPR) and ECOSOC Resolutions on gender mainstreaming, which call for accelerating UN efforts to mainstream gender, including through the full implementation of the UNCT-SWAP.

UNCT-SWAP reporting follows a two-prong methodology: Comprehensive Assessments occurring at the Cooperation Framework planning stage, and Annual Progress Updates, as highlighted in the [UNCT-SWAP Gender Equality Scorecard: Framework & Technical Guidance](#) (page 20).

## 2. The UNCT-SWAP Framework

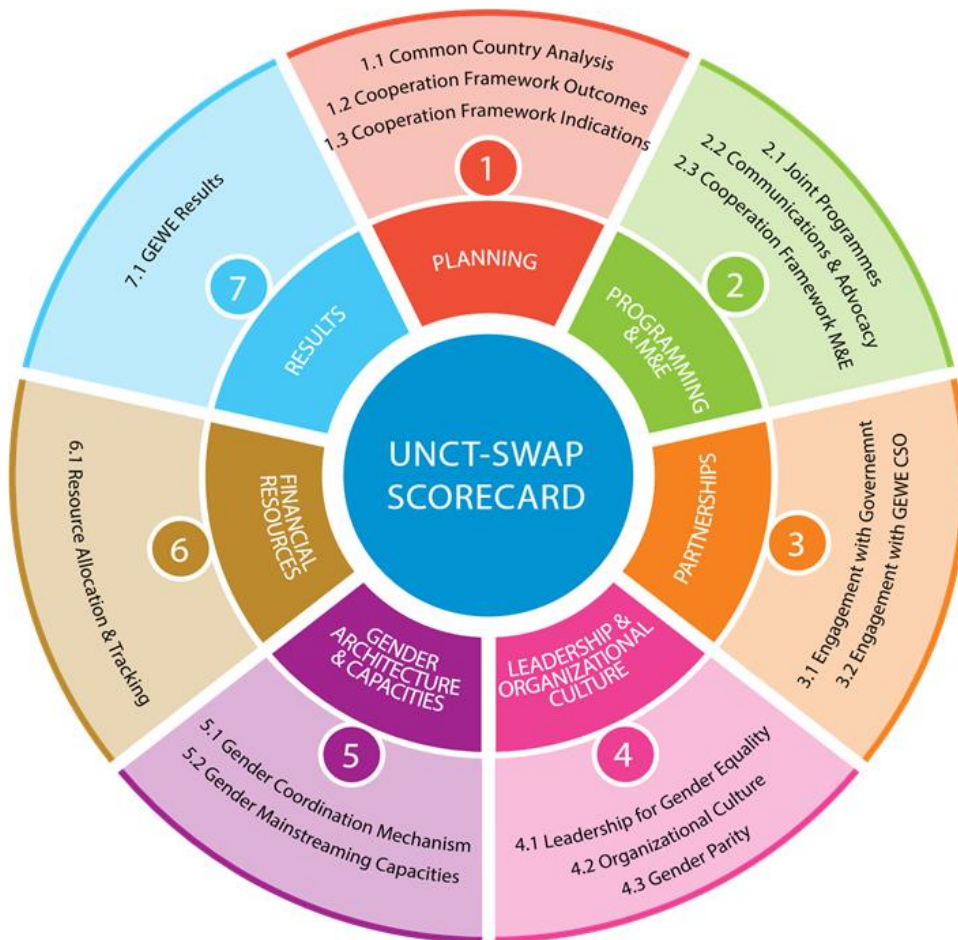
### 2.1 Performance Dimensions and Indicators

The UNCT-SWAP is structured around seven dimensions and 15 Performance Indicators (PIs) that address key gender equality and empowerment of women and girls' components as agreed by the UNSDG, setting related benchmarks for gender mainstreaming minimum requirements.

### Cooperation Framework Guidance (2019)

Gender equality and women's empowerment are integral to realizing the 2030 Agenda and all of the SDGs. To integrate a focus on these issues throughout the Cooperation Framework, UN development entities should put gender equality at the heart of programming, driving the active and meaningful participation of both women and men, and consistently empowering women and girls, in line with the minimum requirements agreed upon by the United Nations Sustainable Development Group (UNSDG) in the UNCT System-wide Action Plan (SWAP) Gender Equality Scorecard.

(Para 20, page 11).



## 2.2 Performance Indicator Ratings and Explanation

Ratings against minimum UNCT-SWAP requirements allow UNCTs to self-assess and report on their standing with respect to each indicator and aspire towards higher levels of achievement. The four possible scores for each Performance Indicator are as follows:

**Missing requirements** > **Approaches minimum requirements** > **Meets minimum requirements** > **Exceeds minimum requirements**

If UNCTs fail to achieve the criteria under 'approaching minimum requirements', the indicator is scored as 'missing requirements'. An indicator may score as 'missing requirements' in some cases where achievements have been made, if it nonetheless falls short of the criteria set forth in 'approaches minimum requirements'.

UNCTs should aim to meet minimum requirements in all indicators. However, this should be considered as a starting point, from which UNCTs should aim to strengthen their efforts to achieve better results and exceed minimum requirements.

## 3. The UNCT-SWAP Methodology – Annual Progress Reporting

### 3.1 Participatory Self-Assessment

The UNCT-SWAP exercise is a transparent, evidence-based and participatory self-assessment of UN country level gender mainstreaming practices. Its focus is on the joint performance of the UN system at country level, rather than on the achievements of any single entity. The exercise is designed to promote internal dialogue and ownership of results.

The process of Annual Progress Assessments is similar to that of Comprehensive Assessments. The exercise is implemented under the overall guidance of the UNCT. The (re)assessment of Performance Indicators is driven by an Interagency Assessment Team (IAT), which

is appointed by UNCT Heads of Agency, ensuring broad representation of UN entities and participation of key interagency groups. The IAT is led and facilitated by a Coordinator(s). It works collaboratively to review past performance and select UNCT-SWAP Performance Indicators for reassessment in the reporting year (minimum 5, as indicated in 3.2 below), reassessing and reporting on performance and preparing a report-back on the implementation of the UNCT-SWAP Action Plan, proposing any necessary updates to the Action Plan.

The UNCT-SWAP Annual Progress Report and updated Action Plan are shared with the UNCT for endorsement, enabling the UNCT to monitor and oversee progress in achievement of UNCT-SWAP minimum performance requirements and in the implementation of the UNCT-SWAP Action Plan to ensure all actions are completed.

### 3.2 UNCT-SWAP Annual Progress Assessments

UNCT-SWAP reporting takes place one time per Cooperation Framework cycle against all 15 Performance Indicators and **annually against a minimum 5 Performance Indicators**, and to **report on progress in implementing the UNCT-SWAP Action Plan**. The purpose of Annual Progress Assessments is to ensure that the UN in country is collectively making progress in meeting and exceeding UNCT-SWAP minimum performance requirements, and to support ongoing monitoring of achievements and course corrections needed. They are also intended to support coordinated monitoring and reporting on the implementation of the UNCT-SWAP Action Plan.

In selecting Performance Indicators for reassessment, it is recommended to focus on those areas of performance where improvement is most critically needed. While UNCTs should strive for progress, sometimes performance may remain at the same level, or even regress – which is important to capture. Further, while some Performance Indicators lend themselves easily to annual reassessment, the Performance Indicators ratings pertaining to the Planning Dimension are likely to change only when a new Cooperation Framework is developed.

Reassessment of Performance Indicators entails the selection of a performance rating and the provision of a justification for why a particular rating has been given. In addition, UNCTs are required to provide supporting evidence and documentation for each Performance Indicator rating (see 3.3 below). Reviewing the implementation of and updating the **UNCT-SWAP Action Plan** is a key part of the UNCT-SWAP Annual Progress Assessment.

The finalization of the Annual Progress Report can be conducted through a single consolidation workshop, or through two dedicated workshops or meetings to agree on Performance Indicator ratings on the one hand, and to review the report-back on the Action Plan, revising the Action Plan to incorporate any proposed adjustments and additions.

### 3.3 Supporting Evidence and Knowledge Hub

The Interagency Assessment Team has a collective responsibility to provide evidence and analysis to justify the rating given to each Performance Indicator. The Interagency Assessment Team gathers evidence, analyzes the data and then scores indicators. UNCTs are encouraged to share these supporting documents and best practices within the UNCT-SWAP Knowledge Hub, which is included in the UNCT-SWAP reporting platform.

Supporting evidence, by Performance Indicator, is highlighted under Chapter 9 (below).

## 4. Quality Assurance and Global Reporting

UN Women is responsible for supporting the implementation of the UNCT-SWAP, and provides guidance to UNCTs through a global helpdesk ([genderscorecard.helpdesk@unwomen.org](mailto:genderscorecard.helpdesk@unwomen.org)). As part of the quality assurance process, UN Women in collaboration with UNDCO reviews the UNCT-SWAP Gender Equality Scorecard reports submitted by UNCTs for thoroughness and consistency of ratings. This takes place through the annual Report of the [Secretary-General on mainstreaming a gender perspective into all policies and programmes in the United Nations system](#).

## 5. The UNCT-SWAP Process in China

*1. Describe the process you undertook for UNCT-SWAP annual progress reporting. Include rationale for choice of selected performance indicators for re-assessment this reporting year and describe the role of the Inter-Agency Assessment Team and coordinator(s), and UNCT engagement*

The 2020-2021 UNCT-SWAP Gender Equality Scorecard annual review exercise in China was led by UN Women, who provided substantive oversight and technical leadership of the entire process in close collaboration with the RCO. After RC sent email and asked UNCT to nominate staff to join the Inter-Agency Team (IAT), a total of 22 staff members from 15 UN agencies (including RCO) formed the IAT in Nov. 2021. IAT members also represented all 9 working groups of the UN Development System (UNDS) in China, including 3 UNSDCF Result Groups, Programme and M&E Group, UNGTG, Communications Working Group, OMT, Disability Theme Group and LNOB Group. All 22 IAT members were divided into six small working groups based on their expertise. Each small group was responsible for reassessment and annual progress review of 2-3 indicators. 3 UNCT-SWAP Platform Focal Points, including 2 staff from UN Women and 1 staff from RCO functioned as the main coordination body of the 2021 exercise. As the UNDS in China was still finalizing UNSDCF (2021-2025) and the transition of RCO in 2020, HQ agreed that China could skip 2020 and to carry out a 2-year progress review in 2021. According to the Annual Reporting guidance, five indicators were selected for reassessment, namely: Indicator 1.1: CCA integrates gender analysis; Indicator 1.2: Gender equality mainstreamed in UNDAF outcomes; Indicator 1.3: UNDAF indicators measure changes on gender equality; Indicator 3.1: UNCT collaborates and engages with government on GEWE; Indicator 3.2: UNCT collaborates and engages with women's/gender equality CSO). The 5 indicators were selected based on the recommendation of "Key Actions to strengthen gender mainstreaming performance" outlined in the letter from UN Women Executive Director to RC in China on December 1st, 2020, after 2019 Gender Scorecard Comprehensive Assessment and its Action Plan endorsed by the UNCT. At the same time, progress against 2019 Comprehensive Assessment Action Plan of all indicators was reviewed by the IAT members and adjustment/additions of Action Plan was also proposed where necessary. A technical brief was organized for all IAT members at the beginning of the exercise, introduced the overall UNCT-SWAP Gender Equality Scorecard exercise, 2019 Comprehensive review results, Annual Progress technical guideline, and division of work among IAT members. Information collection and coordination mechanism of the annual review was also discussed at the workshop, emphasizing that not all questions should be addressed to UNGTG for the Group to collect and respond, that the exercise itself is a reminder to all UN agencies and all working groups that promoting GEWE should be a core principle embedded and reflected by all, and is not the sole responsibility of UNGTG. After the technical brief meeting, all small groups were given 2 weeks to carry out indicator reassessment/annual progress report. The 3 focal points involved in technical discussion and facilitated information collection when necessary. A consolidation workshop was organized for all IAT members to review all reassessment/annual progress report results, before it was sent to the UNCT for comment/feedback and inputted into the UNSWAP system for HQ quality assurance.

*List the coordinator(s) and the UN entities that participated in the Inter-Agency Assessment Team for the UNCT-SWAP annual progress reporting*

The three-person coordination team is composed by two colleagues from UN Women and one colleague from RCO. 15 UN agencies participated in IAT nomination, including UN Women, RCO, UNFPA, WFP, ESCAP-CSAM, UNICEF, IFAD, WHO, UNAIDS, FAO, ILO, WIPO, UNDP, UNESCO, UNEP, etc.

*Enter any additional comments, including on country context in the field below:*

Led by UN Women, a comprehensive Gender Scorecard Comprehensive Review was carried out in 2019, in order to feed into the development of UNSDCF (2021-2025). Gender Profile, CCA, and UNSDCF were all developed and finalized in 2020, with CF being signed by the UN and Chinese government in August 2020. And Results Framework is currently still under negotiation with the government, nearly finalized. CCA of China currently is not a public document. It is agreed by the UNCT that, once Results Framework is finalized, executive summary of the CCA will publicly available.

China announced the elimination of extreme poverty in Feb. 2021. The 14th five-year plan of China covering the years 2021 to 2025, was officially endorsed by the National People's Congress (NPC) on 11 March 2021. The National Program for Women's Development (2021-2030) was launched by the State Council on September 8th, 2021.

The RCO went through international staff change in the 2020, including both the RC and Head of RCO. COVID travel restriction further delayed international staff's arrival in country. The current RC started on January 11th, 2021. Both Head of RCO and Special Assistant to the RC are now on-board and in country.

## 6. Overview of Performance Indicators Reassessed, and Performance Indicator Ratings

Table 1:

Indicator	Rating Level	Reassessed
PI 1.1 Common Country Analysis	APPROACHING	Yes
PI 1.2 Cooperation Framework Outcomes	APPROACHING	Yes
PI 1.3 Cooperation Framework Indicators	APPROACHING	Yes
PI 2.1 Joint Programmes	APPROACHING	No
PI 2.2 Communication & Advocacy	MEETS	No
PI 2.3 Cooperation Framework M & E	MISSING	No
PI 3.1 Engagement with Government	MEETS	Yes
PI 3.2 Engagement with GEWE CSO	APPROACHING	Yes
PI 4.1 Leadership for Gender Equality	EXCEEDS	No
PI 4.2 Organizational Culture	MEETS	No
PI 4.3 Gender Parity	MISSING	No
PI 5.1 Gender Coordination Mechanism	APPROACHING	No
PI 5.2 Gender Mainstreaming Capacities	APPROACHING	No
PI 6.1 Resource Allocation & Tracking	MISSING	No
PI 7.1 GEWE Results	MISSING	No

The findings presented in the below table indicate the ratings scored by the UNCT in China for each Performance Indicator across the seven dimensions of analysis as they stand in 2021. It includes the ratings reassessed in 2021, and ratings carried from previous reporting years.

Table 2: Overview of UNCT-SWAP Cumulative Results in 2021



## 7. UNCT-SWAP Detailed Findings by Performance Indicators Reassessed

### Dimension Area 1: Planning

#### PI 1.1 Common Country Analysis

**Performance Indicator 1.1:**  
**Common Country Analysis integrates gender analysis**  
**APPROACHES MINIMUM REQUIREMENTS**

Planning

**CCA or equivalent includes: (a) Gender analysis across the majority of sectors, including underlying causes of gender inequality and discrimination in line with SDG priorities, including SDG 5; AND (b) Some sex-disaggregated and gender sensitive data.**

a) Gender analysis is evidently presented across the majority of sectors (at least 50% of sectors, but not in all), including underlying causes of gender inequality and discrimination.

There is a chapter that provides a deep analysis on gender issues in China. Gender analysis is strongly presented in education, health including reproductive health, labor and employment, eliminating all forms of violence against women and girls, and ensuring participation and equal opportunities for leadership in political, economic and public life. In other chapters, gender analysis is also strongly presented in macroeconomic and social trends, leaving no one behind and China's progress toward

the 2030 agenda. Gender analysis is weakly presented in the financing landscape for the SDGs, environment, China in the world, commitments under international norms and standards and risks to SDG achievement. Gender analysis is absent in China's sustainable development vision.

b) Some sex-disaggregated and gender-sensitive data was used where data was deemed to be available.

In "Chapter 9 China's Progress Toward the 2030 Agenda", CCA specifically used gender-sensitive data to emphasise the current challenges in SDG 3 (good health and well-being), SDG4 (quality education) and SDG 5 (gender equality). In addition, disaggregated data was provided mainly to address women's relatively low participation rate in the labor market, reproductive health and rights issues and challenges faced by vulnerable groups in other chapters. However, no disaggregation data was presented for sectors like China's sustainable development vision, environment, China in the world, commitments under international norms and standards and risks to SDG achievement. The reason gender-sensitive data is missing from these chapters might be that such data was not available. Therefore it is recommended in the CCA that the UNDS in China should work closely with the Chinese government and provide technical support to the government to systematically collect and produce more gender disaggregated data.

It is also worth noticing that agreed by UNCT, CCA is meant to be a brief document covering all aspects that the UN works in China. In order to provide a more comprehensive gender situation in China, under the leadership of UN Women, a Gender Profile was developed and provided comprehensive gender analysis in China including in-depth analysis and cross-reference of data available, highlighted gaps in the availability of gender data as well as recommendations for the UN to support the Chinese government in the promotion and achievement of GEWE.

### Did you reassess the Performance Indicator in this reporting year

- Yes

### List the Means of Verification. (E.g. CCA document or equivalent, other joint country level analysis)

China Common Country Analysis

#### PI 1.2 Cooperation Framework Outcomes

##### Performance Indicator 1.2:

##### Gender equality mainstreamed in Cooperation Framework outcomes

Planning

##### APPROACHES MINIMUM REQUIREMENTS

### (a) Gender equality and the empowerment of women is visibly mainstreamed across some outcome areas in line with SDG priorities, including SDG 5.

The 2021-2025 UNSDCF has six outcomes under three Strategic Priorities.

a) Out of six outcomes, two outcomes (Outcome 1 and Outcome 2) explicitly reference gender equality. Out of the total of 19 outputs, 4 include explicit reference to gender. Unfortunately, Outcome 4 doesn't have specific mentioning of gender either at Outcome or Output level. For Outcome 5 and 6, although gender was not deliberately mentioned, both Outcomes are to align China's practices in investment and international cooperation with SDGs, therefore gender and LNOB principles are naturally incorporated.

b) No UNSDCF outcome specifically targets gender equality in line with UNSDCF Theory of Change and SDG priorities including SDG 5.

### Did you reassess the Performance Indicator in this reporting year

- Yes

### List the Means of Verification. (E.g. Cooperation Framework document)

UNSDCF(2021-2025) document

**Performance Indicator 1.3:  
Cooperation Framework indicators measure changes on gender  
equality  
APPROACHES MINIMUM REQUIREMENTS**

Planning

**Between one-fifth and one-third (20-32 percent) of Cooperation Framework outcome (and output) indicators measure changes in gender equality and the empowerment of women in line with SDG targets, including SDG 5.**

There are 90 outcome and output indicators in total in the Results Matrix for UNSDCF 2021-2025. Among them, 29 indicators measure changes in gender equality in line with SDG priorities including SDG 5, accounting for 32.2% of the whole. The number falls in 20%-33% interval and leads China's rating in Indicator 1.3 scored as Approaches Minimum Requirements. UNCT in China's performance on this indicator is the same as the assessment undertaken in 2019.

Specifically, Outcome 1, 2, 3 exceed the overall average of the gender sensitive indicator proportion, whose gender indicators respectively constitute 42.1% (8 out of 19), 37.5% (15 out of 40) and 40% (3 out of 4) of the total; Outcome 4 (accelerate China's transition to a people-centered, inclusive, low carbon, and circular economy), 5 (China's international investment and business engagement contribute to SDGs in partner countries), and 6 (China's greater contribution to SDGs through South-South cooperation and humanitarian cooperation) have no gender sensitive indicator.

As seen from above, the Result Matrix of UNSDCF paid some attention to gender sensitivity, including the intentional collection of gender-disaggregated data. It is also noticeable that during the Results Matrix negotiation with the government, some gender-sensitive indicators with government data sources were suggested to be deleted by government counterparts as they do not have gender-disaggregated data available.

Therefore, efforts could be further made by UNRCO and indicator custodian agencies to support their respective government partners to set up systems that could capture gender-responsive data. Within the UNCT, Results Groups of Outcomes without gender-sensitive indicators should also be reminded regularly to pay attention and strengthen gender perspectives in their work.

The assessment qualified an indicator as gender-sensitive based on two principles:

- 1) the indicator content explicitly incorporates gender or related themes (women, girls, sex, maternal care, etc.). It is worth noting that some of the indicators reflected gender perspective as "men and women" (1.2.6) or "men- and women-led" (3.1.1). These 2 indicators are counted as gender sensitive indicators conditionally, as the indicators themselves did not require agencies to report progress for men and women separately. As these indicator resources are from UN agencies' own reporting, UNRC, Program and M&E Group, and custodian agencies of these indicators need to be vigilant and provide gender-disaggregated reports.
- 2) the indicator does not explicitly mention gender content, but its substance incorporates themes such as left-behind groups, social inclusiveness, vulnerable groups, to which gender is considered implied. In this case, the indicator's custodian agencies have been consulted and respective targets to further define if gender is included in the indicators' reporting results.

**Did you reassess the Performance Indicator in this reporting year**

- Yes

**List Means of Verification. (E.g. Cooperation Framework results framework)**

20211110+Results+Matrix-EN

Dimension Area 2: Programming and M & E

PI 2.1 Joint Programmes

**Performance Indicator 2.1:  
Joint programmes contribute to reducing gender inequalities**

Programming and  
M&E

## APPROACHES MINIMUM REQUIREMENTS

**(a) Gender equality is visibly mainstreamed into at least 50 percent of JPs operational at the time of assessment; OR (b) A Joint Programme on promoting gender equality and empowerment of women and girls is operational over current Cooperation Framework period in line with SDG priorities, including SDG 5.**

Two Joint Programmes operational at the time of the assessment have been reviewed to determine the Indicator score.

a) The Joint Programme titled “Promote the Entitlements and Equal Opportunities for Persons with Disabilities in China” does not have gender analysis, whereas 1 out of 2 Outcomes includes gender-specific actions (50 per cent); 1 Impact indicator out of 3 is gender-specific (33 per cent); 3 out of 7 (42 per cent) Outcome indicators are gender-sensitive. The Joint Programme on HIV/AIDS does not have gender analysis, while 1 out of 3 planned results (33 per cent) and 1 out of 7 targets are gender-specific (14 per cent).

b) There has not been a Joint Programme aimed at promoting GEWE over current UNDAF period and in line with SDG priorities, including SDG5.

c) There is currently no system in place to ensure gender mainstreaming in JPs.

**Did you reassess the Performance Indicator in this reporting year**

- No

### PI 2.2 Communication & Advocacy

**Performance Indicator 2.2:  
Communication and advocacy address areas of gender inequality  
MEETS MINIMUM REQUIREMENTS**

**Programming and  
M&E**

**(b) The UNCT has contributed collaboratively to at least one joint advocacy campaign on GEWE during the past year; AND (c) Inter-Agency Communication Group Annual Work Plan or equivalent visibly includes GEWE communication and advocacy.**

a) and b) Joint online advocacy campaign on 16 Days of Activism against gender-based violence (GBV) was organized on November 25 – December 10, 2018. The campaign was led by UN Women, with participation by RCO, WHO, UNICEF, UNAIDS, UNFPA, UNHCR, UNESCO, ILO and UNDP. Release of originally-created advocacy materials and communication on 16 Days attracted public’s attention and generated discussion on GBV. A campaign on UN in China 40th anniversary, initiated by RCO, with participation by UN Women and other UN agencies, included three gender-related stories.

c) The UNCG has a communications plan that includes GEEW advocacy and communication activities. In addition, gender-themed events and international days are listed in monthly UNCG communication calendar.

d) Communication and advocacy has tended to be within traditional gender themes.

**Did you reassess the Performance Indicator in this reporting year**

- No

### PI 2.3 Cooperation Framework M & E

**Performance Indicator 2.3:  
Cooperation Framework monitoring and evaluation measures  
progress against planned gender equality results  
MISSING REQUIREMENTS**

**Programming and M&E**

**Did you reassess the Performance Indicator in this reporting year**

- No

## Dimension Area 3: Partnerships

### PI 3.1 Engagement with Government

**Performance Indicator 3.1:**  
**UNCT collaborates and engages with government on gender equality and empowerment of women**  
**MEETS MINIMUM REQUIREMENTS**

Partnerships

**Meets two of the following: (a) The UNCT has collaborated with AT LEAST ONE government agency on a joint initiative that fosters gender equality within the current Cooperation Framework cycle. (b) The National Women's Machinery participates in Cooperation Framework consultations: country analysis, strategic prioritization, implementation, M&E. (c) The UNCT has made AT LEAST ONE contribution to substantively strengthen Government participation and engagement in gender related SDGs localization and/or implementation.**

a) The UNCT has collaborated with a number of government agencies within the current UNSDCF cycle on joint initiatives on GEWE, in the areas of biodiversity conservation, environment and restoration, etc. Examples include: 1) Gender training to nine ongoing GEF projects local government partners in China jointly organized by FAO and UN Women in 2021; and 2) UN Women's sharing of insights of women empowerment in sustainable production and consumption at the UNEP-EU World Environment Day event in 2021. However, all initiatives mentioned above are one-off, activity-based initiatives.

b) National Women's Machinery - National Working Committee on Children and Women (NWCCW) under the State Council – participated in UNSDCF development process. NWCCW also participated and provided feedback to CF Results Framework finalization and is a member of government agencies who're involved in CF implementation.

c) The UNCT has made collective contributions within the current UNSDCF cycle to strengthen the Government engagement in gender-related SDG localization and implementation, including 1) the Hunan Rural Revitalization Demonstration project jointly implemented by UN Women and IFAD, together with Hunan Department of Agriculture and Rural Affairs, and local Women's Federation.

### **Did you reassess the Performance Indicator in this reporting year**

- Yes

**List Means of Verification. (E.g. list of contributors to the CCA, M&E reviews, documentation of the Cooperation Framework strategic prioritization event, joint UNCT-Government reviews of Cooperation Framework implementation, knowledge products, JP project documents, and documentation of SDG initiatives)**

2019 UNSDCF launch workshop minutes; 2020 UNGTG workplan; 2021 Gender training to FAO-GEF projects presentation

### PI 3.2 Engagement with GEWE CSO

**Performance Indicator 3.2:**  
**UNCT collaborates and engages with women's/gender equality civil society organizations**  
**APPROACHES MINIMUM REQUIREMENTS**

Partnerships

**(a) The UNCT has collaborated with GEWE CSO and women's rights advocates on AT LEAST ONE joint initiative that fosters gender equality and empowerment of women within the current Cooperation Framework cycle.**

a) The UNCT has collaborated with GEWE CSOs to conduct at least two joint initiatives that foster gender equality and empowerment of women since 2020. Examples include 1) In 2020, led by UN Women and supported by UNDP and UNFPA, over 80 CSOs joined the commemoration of the 25th Anniversary of Beijing Platform for Action. In which, GEWE CSOs discuss challenges in achieving gender equality in the current context of China, identify strategies and action for feminist agenda development. 2) In September 2021, led by UN Women and UNDP, 15 CSOs has engaged in preparation for the 9th CEDAW review, in which technical and safe space was provided for CSOs to develop civil societies engagement strategies and activities to engage in the cycle of CEDAW review, and 3) In November 2021, led by UN Women and UNDP, 10 CSOs from GEWE working on LGBTI issues had a dialogue with around 12 international partners to deepen the understanding of GBV issues and leveraged more resources for sustainable development for GEWE CSO in China.

b) There is no evidence to prove that CSO has participated in the design, implementation, review or monitor of UNSDCF in 2020 and 2021.

c) There is no evidence to prove that UNCT had made contributions to substantively strengthen CSO participation and engagement in gender-related SDGs localization and implementation.

**Did you reassess the Performance Indicator in this reporting year**

- Yes

**List Means of Verification. (E.g. documentation of Cooperation Framework processes, such as list of participants to the CCA, M&E reviews, documentation of the Cooperation Framework strategic prioritization event, joint reviews of Cooperation Framework implementation, knowledge products, JP project documents, and documentation of initiatives)**

CEDAW China Consultation workshop concept note; Beijing+25 Regional CSO Forum Applicants mastersheet;

**Dimension Area 4: Leadership & Organizational Culture**

**PI 4.1 Leadership for Gender Equality**

**Performance Indicator 4.1:  
UNCT leadership is committed to championing gender equality  
EXCEEDS MINIMUM REQUIREMENTS**

**Leadership and  
organizational culture**

**Meets all of the following: (a) Gender equality is a regular topic of discussion in HOA meetings during the last 12 months. (b) RC demonstrates public championing of gender equality during the last 12 months. (c) HOAs are seen by personnel as committed to gender equality in the workplace during the last 12 months. (d) Gender equality is reflected in the Assessment of Results and Competencies (ARC) of UNCTs during the last 12 months.**

a) Out of 4 UNCT meeting minutes examined, 3 contained reference to gender equality issues. Within the last 12 months UNCT members discussed gender equality as a UPR topic; agreed on the need to improve UN personnel's knowledge on gender mainstreaming (within a system-wide learning plan); and planned UNCT- SWAP Gender Equality Scorecard exercise.

b) The RC has demonstrated public championing of gender equality during the last 12 months. 8 out of 20 speeches (40 per cent) examined contained reference to gender equality issues: State of the World Population Report, women-migrants, BRI safety, EU-UN Gender Dialogue, GDI, female poverty, social and green finance (within the framework of Sino-Dutch dialogue), and International Women's Day. Through his Twitter account the RC frequently shares news and analyses related to gender equality issues.

c) 65.9 per cent of survey respondents either strongly agree and agree that Heads of UN Agencies are committed to gender equality in the workplace. The criteria is met by a small margin of 0.9 per cent (65 per cent of positive responses is the “meeting” minimum), therefore, this area requires attention from UNCT, especially given differences in opinions between female and male personnel. In particular, among female staff, the criteria is not met (63.33 per cent), whereas among male personnel it is 72 per cent.

d) Gender equality is reflected in Human Rights dimension of the Assessment of Results and Competencies (ARC) of UNCTs in the last 12 months, whereas Development and Political dimensions contain reference to women’s issues.

### Did you reassess the Performance Indicator in this reporting year

- No

#### PI 4.2 Organizational Culture

**Performance Indicator 4.2:  
Organizational culture fully supports promotion of gender  
equality and empowerment of women  
MEETS MINIMUM REQUIREMENTS**

**Leadership and  
organizational culture**

### Survey results of personnel perception of organizational environment for promotion of gender equality scored a positive rating of 65-79 percent.

The survey link was sent to all UN personnel in China, with 24 days allocated for provision of responses. Overall, results are positive (“strongly agree” and “agree” answers account to 69.8 per cent on average; “neutral” – 21.6 per cent; “disagree” and “strongly disagree” – 8.6 per cent). None of the questions had number of positive answers that exceed minimum requirements (above 80 per cent of positive scores). Responses to 8 questions have met minimum requirements, with positive scores above 65 per cent. The most positive perceptions relate to questions on procedures to protect personal security and safety (Q11), and on equal treatment of personnel irrespective of sex, gender identity or sexual orientation (Q9). Two questions have the lowest positive rating (below 65 per cent) thus not meeting minimum criteria: on the (1) package of flexible arrangements supporting staff in achieving work-life balance (Q13), and on (2) UN system in China adequately facilitating the equal participation of both women and men at all levels of the organization (Q8).

It should be noted that the most evident differences among female and male personnel perceptions related to (1) equal treatment of personnel irrespective of sex, gender identity or sexual orientation (Q9) and (2) existence of adequate procedures in place to prevent and address sexual harassment, exploitation and abuse of authority (Q10). In both cases, twice more female than male personnel disagreed with the above statements.

For details, please see the results of the survey (in Annex B).

### Did you reassess the Performance Indicator in this reporting year

- No

#### PI 4.3 Gender Parity

**Performance Indicator 4.3:  
Gender parity in staffing is achieved  
MISSING REQUIREMENTS**

**Leadership and  
organizational culture**

### Did you reassess the Performance Indicator in this reporting year

- No

## Dimension Area 5: Gender Architecture and Capacities

### PI 5.1 Gender Coordination Mechanism

#### Performance Indicator 5.1:

Gender coordination mechanism is empowered to influence the UNCT for gender equality and empowerment of women

Gender architecture and capacities

#### APPROACHES MINIMUM REQUIREMENTS

**Meets two of the following: (a) A coordination mechanism for gender equality is chaired by a HOA. (b) The group has a TOR and an approved annual work plan. (c) Members include at least 50% senior staff (P4 and above; NOC and above). (d) The group has made substantive input into the Cooperation Framework including the country analysis, strategic prioritization, results framework and M&E.**

a) The UN Theme Group on Gender – a coordination mechanism for gender equality in UNCT, is co-chaired by Heads of UN Women and UNFPA.

b) The UNTGG has a TOR that includes lead agency and partners, objectives, composition, and responsibilities. The Group also has approved AWP.

c) The UNTGG membership includes representatives from UN agencies with some senior staff, however, the latter do not constitute 50% of the group members. The rate of senior staff (P4 and above, NOC and above) is 22%.

d) Taking into account that CCA had not been developed within the current UNDAF cycle (2016-2020), UNTGG did not participate in the country analysis. There is lack of evidence on UNTGG's participation in strategic prioritization, formulation of results framework, and M&E of the current UNDAF.

#### Did you reassess the Performance Indicator in this reporting year

- No

### PI 5.2 Gender Mainstreaming Capacities

#### Performance Indicator 5.2:

UNCT has adequate capacities developed for gender mainstreaming

Gender architecture and capacities

#### APPROACHES MINIMUM REQUIREMENTS

**(a) At least one substantive inter-agency capacity development activity for UN personnel has been carried out during the past year.**

a) One substantive inter-agency gender capacity development activity for UN personnel – Gender Equality Training Workshop was carried out on May 20-21, 2019 with the participation of all UNESCO staff and selected participants from UNCT agencies.

b) There is no capacity development plan based on an inter-agency capacity assessment in the current UNDAF cycle (2016-2020).

c) The UNCT does not have induction material.

#### Did you reassess the Performance Indicator in this reporting year

- No

## Dimension Area 6: Financial Resources

### PI 6.1 Resource Allocation & Tracking

Performance Indicator 6.1:  
Adequate resources for gender mainstreaming are allocated and tracked  
**MISSING REQUIREMENTS**

Resources

Did you reassess the Performance Indicator in this reporting year

- No

## Dimension Area 7: Results

### PI 7.1 GEWE Results

Performance Indicator 7.1:  
UN programmes make a significant contribution to gender equality in the country  
**MISSING REQUIREMENTS**

Results

Did you reassess the Performance Indicator in this reporting year

- No

## 8. UNCT in China Action Plan

Enter any agreed adjustments and additions to the action points. If an action point links to more than one Performance Indicator, choose the primary Performance Indicator it relates to for placement in the below table. (Hint: you can cut and paste your actions directly from your Action Plan).

Link to Performance Indicator	Action Points	ACTIVITIES UNDERTAKEN IN YEAR 1	ACTIVITIES UNDERTAKEN IN YEAR 2
<b>Dimension 1 - Planning</b>			
1.1 Common Country Analysis	- Ensure that all CCA sectors contain (1) gender analysis, (2) sex-disaggregated data, (3) underlying causes of gender inequality and discrimination in line with SDG priorities, including SDG 5, and, if possible, (4) a	Gender analysis is evidently presented across the majority of sectors of CCA of China, including underlying causes of gender inequality and discrimination. There is a chapter that provides a deep analysis on gender issues in China.	Not applicable as CCA and Gender Profile was finalized in 2019.

	<p>targeted gender analysis of those furthest behind. - There should be consistent sex-disaggregated and gender sensitive data across all sectors.</p>	<p>Gender disaggregated data was available for sections for health, labor, education, participation, etc. However, limited disaggregation data was presented for sectors like the environment, and China in the world, etc. A Gender Profile was produced under the leadership of UN Women to provide a more in-depth analysis of the gender situation in China, complement to the CCA. And one of the recommendations of the CCA is for the UNDS to provide technical support to the Chinese government in systematically</p>	
1.2 Cooperation Framework Outcomes	<p>- Ensure that all UNSDCF Outcomes visibly mainstream gender and support the realization of SDG5 targets and indicators.. - Ensure that at least one-third of upcoming Joint Work Plans (JWP) Outputs are gender-sensitive and that they are equally present in all thematic areas.</p>	<p>Not applicable, as CF Outcome was still under development and negotiation in 2019.</p>	<p>The 2021-2025 UNSDCF has six outcomes under three Strategic Priorities. a) Out of six outcomes, two outcomes (Outcome 1 and Outcome 2) include explicit reference to gender equality. Out of the total of 19 outputs, 4 include direct mentions to gender. Unfortunately, Outcome 4 doesn't have specific mentioning of gender either at Outcome or Output level. For Outcome</p>

			<p>5 and 6, although gender was not deliberately mentioned, both Outcomes align China's practices in investment and international cooperation with SDGs; therefore, gender and LNOB principles are naturally incorporated. b) No UNSDCF outcome specifically targets gender equality in line with UNSDCF Theory of Change and SDG priorities including SDG 5.</p>
<p>1.3 Cooperation Framework Indicators</p>	<p>- Ensure that between 33-50% of UNSDCF Indicators measure changes in GEEW, equally present in Outcomes.</p>	<p>In the current version of UNSDCF (2021-2025) Results Matrix, 32% of indicators are gender sensitive. Not applicable, as JWP of UNSDCF (2021-2025) was developed in 2021.</p>	<p>The first action point was same as 2020. In order to make sure that Joint Workplans (JWP) outputs are gender sensitive, UN Women developed Gender Marker tool for all CF Result Groups and all UN agencies to use and refer to when developing the JWP. UNGTG also provided technical assurance of gender marker exercise. As a result, in the 2021-2022 JWP in China, 54.3% of all sub-outputs were gender sensitive, which exceeded the 2019 Action Point target. However, it is worth noticing that JWP gender markers were self-scored by agencies.</p>

			Although UNGTG provided technical guidance and training during the process, UNGTG were not able to technically verify the gender marker of all 186 sub-outputs of the JWP.
Dimension 2 – Programming and M&E			
2.1 Joint Programs	<ul style="list-style-type: none"> <li>- Consider establishing a checklist that includes gender aspects (e.g. existence of gender analysis, gender-sensitive and sex-disaggregated indicators) for Joint Programme (JP) proposals. The checklist shall be filled in by UN agencies planning to implement a JP and submitted for inter-agency (e.g. UNTGG's) review together with draft programme document.</li> </ul>	No action taken	In May 2021, UN Women has launched a Checklist for Gender Mainstreaming in Result Groups' Work to provide more guidance on gender mainstreaming and shared with CF Result Groups and the Programme Group. It has been used to guide gender marker exercise for the JWP. Since it has just been launched, it has not yet been utilized to review the gender responsiveness of joint programmes.
2.2 Communication and Advocacy	<ul style="list-style-type: none"> <li>- Update UNCG annual work plan, by listing more details on events, campaigns, communication materials, etc. that target reduction of gender inequality.</li> <li>- Consider meetings between UNCG and UNTGG at least once a year, to discuss</li> </ul>	In late 2019 UNCG was advised by RCO that the UNCT Communications Group workplan should be submitted as a part of the UNCT workplan (ie, not a separate, costed workplan). The 2020 UN Communications Group section of the UNCT workplan included planned	Due to efforts to finalize the UNSDCF and the individual workplans for the three results groups (People & Prosperity; Planet; and Partnerships) and with further delays due to COVID-19, in the absence of a finalized UNCT workplan in 2021,

	communication and advocacy on GEEW.	collaborative (2 agencies or more) activities to highlight and promote gender equality. In 2020 there was no formal meeting between UNCG and UNTGG, however there was regular engagement on gender at UNCG due to active participation from UNTGG members in UNCG discussions.	the UNCG worked towards developing a new approach fit to the new UNSDCF. As such, the UNCG made a presentation at the UNCT retreat on the importance of communications in support of each result group workplans, assigned a Comms focal point to each of the three theme groups to ensure Communications activities would be incorporated into their workplans; and in the meantime, continued efforts begun in 2020 to highlight seven joint messages across the UNCT, of which gender was one. In 2021 there was no formal meeting between UNCG and UNTGG, however the adoption of the new UNSDCF and creation of new results group workplans provided opportunity to discuss gender-related communications in 2021 even though there's no regular meeting, the UNCG collaborated well and organised several joint gender campaigns around the year.
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2.3 Cooperation Framework M&E	- Ensure that data for gender-sensitive planned results as per UNDAF/UNSDCF and other joint documents (e.g. JWP) is gathered as planned and recorded in annual reports/ data collection tools.	As the previous UNDAF didn't have a results matrix as identified by the 2019 Gender Scorecard Exercise, therefore there's no mechanism for agencies to track and report their progress in GEWE.	Progress for 2020 annual report was the same as previous year. Progress in UNSDCF and JWP annual reporting will be reported in 2022.
Dimension 3 - Partnerships			
3.1 Government Engagement	- Ensure that government actors working on GEEW, participate in all UNSDCF processes (CCA and UNSDCF formulation, UNSDCF Results Matrix design, UNSDCF implementation and M&E).	Around 20 government actors were invited to participate in CCA, UNSDCF formulation, and UNSDCF Results Matrix design.	The UNCT engaged with a number of government partners, including government affiliated research institutes, universities, and enterprise confederations for the promotion of gender equality and women empowerment under the framework of UNSDCF.
3.2 GEWE CSO Engagement	- Ensure that non-government actors working on GEEW, participate in all UNSDCF processes (UNSDCF Results Matrix design, UNSDCF Results Matrix design, UNSDCF implementation and M&E).	No action taken on CSOs engagement on UNSDCF	GEWE CSOs participated joint activities, but no engagement on UNSDCF.
Dimension 4 – Leadership and Organizational Culture			
4.1 Leadership	N/A	N/A	N/A
4.2 Organizational Culture	- Consider conduct of UN system-wide	No action taken.	No action taken.

	internal survey to understand the elements/needs to address underperforming areas of the organizational survey conducted for the Scorecard exercise, and take actions accordingly.		
4.3 Gender Parity	<p>- It is recommended for UNCT to collect agencies' gender parity data on regular basis (e.g. annually), monitor trends and discuss them at UNCT meetings.</p> <p>- Consider meetings between OMT and UNTGG at least once a year, to discuss gender-related operational issues.</p>	No action taken.	No action taken.
<b>Dimension 5 – Gender Coordination and Capacities</b>			
5.1 Gender Coordination Mechanism	<p>- UNTGG should be involved in all UNDAF/UNSDCF processes, as a group (i.e. empowered by UNCT to be a quality assurer for gender-sensitivity in CCA, UNSDCF, its results framework, forthcoming Results Groups Joint Work Plans (JWPs) and annual UNDAF/UNSDCF reports).</p> <p>- UN heads should strive to nominate staff who has decision-making power (ideally, above NOC/P4</p>	<p>UNTGG participated and provided technical input and feedback during the whole process of UNSDCF development. Under the leadership of UN Women, UNTGG also provided technical input and feedback to the development of Gender Profile and CCA. In 2020, among 18 members of UNTGG, there were 4 members with grade level of and above NOC/P4 level (22%) and 3 were male (17%). UN agencies who are members of</p>	<p>UNTGG was part of the review process of UNSDCF for China 2021-2025. In May 2021, UNTGG provided technical review on UNSDCF's results framework and different Result Groups' Joint Work Plans (JWPs). In 2021, among 20 members of UNTGG, there are 6 members whose grade is above NOC/P4 level (30%); and 3 members are male (15%). Although UN agencies provided</p>

	level) to be UNTGG members, also taking into account the Group's gender balance. - Consider a multi-annual pooled budget for UNTGG, with contributions of UN agencies.	the UNTGT provided resources for joint activities according to the budgeted UNTGG annual workplan.	resources for activities organized by UNTGG on an ad-hoc basis, there is yet any pooled budget established to support UNTGT activities
5.2 Gender Capacities	<p>- UNCT should conduct system-wide capacity needs assessment and design a capacity building plan that follows UNDAF/UNSDCF cycle. - Capacity development of UNTGG, Programme Group and other groups for quality assurance of the UNSDCF 2021-2025 to ensure gender mainstreaming . - Consider developing UNCT induction package which includes UNCT's commitments on gender equality and the empowerment of women and provides description of gender-related development challenges of the country.</p>	<p>The first two action points have no action taken in 2020. For the third one, UNCT does not have an induction package that include a gender component yet. During the outbreak of COVID-19 pandemic, UN Women and UNDSS jointed started a domestic violence referral system, which is included as part of the UN system security guidance.</p>	<p>Although gender capacity building is one of the working priorities of UNTGG, a system-wide capacity assessment has yet been conducted; and no capacity building plan has been developed based on a capacity building needs assessment. (1) UNTGG also conducted an orientation session in 2021 to all three Result Groups on the application of the gender mainstreaming checklist for result groups' work. (2) UN Women and UNFPA co-organized a system-wide training session on Prevention of Sexual Exploitation and Abuse in China to ensure the understanding of PSEA On 22th September 2021. UNCT does not have an induction package that include a gender component yet. Led by UNDP, the UN</p>

			system in China organize new staff orientation twice a year. UN Women is invited to introduce gender equality situation in China as well as UN Women's work in promoting GWE in China.
Dimension 6 - Resources			
6.1 Financial Resources	<p>- Ensure that UNCT tracks and utilizes UNDAF/UNSDCF budgetary data to ensure adequate allocation of resources for GEWE. - Annual budgetary target for GEWE expenditures for the whole UNDAF/UNSDCF should be set, for instance, by calculating annual expenditures on gender-related Joint Annual Work Plans Outputs; monitored and reported on.</p>	<p>1) According to UN China Annual Report 2020 (Page 40), Gender Equality, as one of the cross-cutting areas, has been mainstreamed in various agencies' single and joint programmes and activities on policy advocacy, awareness-raising campaign, and documenting China's experience. 2) Despite the proactive role and efforts of UN China, UNCT did not establish a financial target for programme allocation to GEWE. 3) There is no corresponding action point on JWP in 2020. It was until 2021 that the JWP of UNCT China came into effect.</p>	<p>Progress in 2021: 2021-2022 Joint Work Plan (JWP) of UNSDCF for China (2021-2025) includes the budget of all sub-outputs with Gender Marker and contributing SDG targets (including SDG 5 and related goals) which makes it possible to calculate a rough budgetary figure for SDG5 (Gender Equality). Two calculation methods were used to estimate the proportion of the budget that was targeted to promote GEWE. The first method calculates the proportion of the budget that contributes to SDG5, using the SDG target tag in the JWP for all sub-outputs. Suppose a sub-output contributes to multiple SDG targets, including SDG 5. In that case,</p>

			<p>the overall budget of the sub-output will be divided by no. of SDG targets, and only one portion of the divided budget will be categories as "dedicated to GEWE". As a result, the budget allocation of 2021 on SDG 5(Gender equality) is estimated at US\$ 6,655,916, accounting for 6.3% of the total 2021 budget of JWP for China. The second approach is based on the Gender Marker of the JWP. There are 186 sub-outputs in 2021 JWP. Among them, gender equality is a principle objective in 27 sub-outputs (gender marker as 3). And the budget allocated to sub-outputs with gender marker 3 is about USD 7.9 million, sharing only 5.35% of the total, which is even lower than the above-mentioned calculation method (6.3%). It is worth mentioning that agencies themselves carry out all SDG target tagging and Gender Marker scoring. Although UNGTG provided technical guidance to Gender Marker, no quality assurance measure was put into place</p>
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			for actual SDG target tagging and gender markers rating exercises. UNCT has not set a gender budget target yet. In addition, as there's no reporting and tracking system in place to actually monitor the implementation of the JWP, it is difficult for the UNCT to intentionally track and monitor budgetary data to ensure adequate allocation and usage of resources for GEWE.
Dimension 7 - Results			
7.1 GEWE Results	- Annual reporting against UNDAF/UNSDCF indicators should be conducted in order to see progress against gender-specific indicators, among other.	GEWE progress was recorded in 2020 UN Annual Report in China with narrative description only, while data-based progress was not reported by agencies due to the lack of result matrix in the previous UNDAF.	Progress for 2020 annual report was the same as previous year. Progress in UNSDCF (2021-2025) and JWP annual reporting will be reported in 2022.

## 9. Supporting Evidence

<b>PI1.1: Indicator 1.1: Common country analysis integrates gender analysis</b> <b>APPROACHES MINIMUM REQUIREMENTS</b>		Planning
Category	Documents	
CCA or equivalent	<a href="#">CCA Full Revised Clean 20201224</a>	

<b>PI 1.2: Indicator 1.2: Gender equality mainstreamed in Cooperation Framework outcomes</b> <b>APPROACHES MINIMUM REQUIREMENTS</b>		Planning
Category	Documents	
Cooperation Framework	<a href="#">China-UNSDCF-2021-2025</a>	

<b>PI 1.3: Indicator 1.3: Cooperation Framework indicators measure changes on gender equality</b> <b>APPROACHES MINIMUM REQUIREMENTS</b>		Planning
Category	Documents	
Cooperation Framework results framework	<a href="#">20211110+Results+Matrix-EN</a>	

<b>PI 2.1: Indicator 2.1: Joint programmes contribute to reducing gender inequalities</b> <b>APPROACHES MINIMUM REQUIREMENTS</b>		Programming and M&E
Category	Documents	
	No documents uploaded	

<b>PI 2.2: Indicator 2.2: Communication and advocacy address areas of gender inequality</b> <b>MEETS MINIMUM REQUIREMENTS</b>		Programming and M&E
Category	Documents	
	No documents uploaded	

<b>PI 2.3: Indicator 2.3: Cooperation Framework monitoring and evaluation measures progress against planned gender equality results</b> <b>MISSING REQUIREMENTS</b>		Programming and M&E
Category	Documents	
	No documents uploaded	

<b>PI 3.1: Indicator 3.1: UNCT collaborates and engages with government on gender equality and empowerment of women</b> <b>MEETS MINIMUM REQUIREMENTS</b>		Partnerships
Category	Documents	
Government engagement	<a href="#">20191015 Summary for the UN-China UNSDCF Consultation Workshop</a>	
Government engagement	<a href="#">China UNTGG-annualworkplan2020-final23June20</a>	
Government engagement	<a href="#">Gender Training Analysis Report 0223-from dongle</a>	
Government engagement	<a href="#">2021-PL1-China+CPD-EN-ODS</a>	

<b>PI 3.2: Indicator 3.2: UNCT collaborates and engages with women's/gender equality civil society organizations</b> <b>APPROACHES MINIMUM REQUIREMENTS</b>		Partnerships
Category	Documents	
Other	<a href="#">Beijing+25 Regional CSO Forum Applicants mastersheet - China</a>	
Other	<a href="#">1.CEDAW CSO Consultation workshop Concept Note Li-0427</a>	

<b>PI 4.1: Indicator 4.1: UNCT leadership is committed to championing gender equality</b> <b>EXCEEDS MINIMUM REQUIREMENTS</b>		Leadership and Organizational Culture
Category	Documents	
	No documents uploaded	

<b>PI 4.2: Indicator 4.2: Organizational culture fully supports promotion of gender equality and empowerment of women</b> <b>MEETS MINIMUM REQUIREMENTS</b>		Leadership and Organizational Culture
Category	Documents	
Organizational culture survey results	<a href="#">China 2019 Org &amp; Culture Survey Results</a>	

<b>PI 4.3: Indicator 4.3: Gender parity in staffing is achieved</b> <b>MISSING REQUIREMENTS</b>		Leadership and Organizational Culture
Category	Documents	
	No documents uploaded	

<b>PI 5.1: Indicator 5.1: Gender coordination mechanism is empowered to influence the UNCT for gender equality and empowerment of women</b> <b>APPROACHES MINIMUM REQUIREMENTS</b>		Gender Architecture and Capacities
Category	Documents	
	No documents uploaded	

<b>PI 5.2: Indicator 5.2: UNCT has adequate capacities developed for gender mainstreaming</b> <b>APPROACHES MINIMUM REQUIREMENTS</b>		Gender Architecture and Capacities
Category	Documents	
	No documents uploaded	

<b>PI 6.1: Indicator 6.1: Adequate resources for gender mainstreaming are allocated and tracked</b> <b>MISSING REQUIREMENTS</b>		<b>Financial Resources</b>
<b>Category</b>	<b>Documents</b>	
	No documents uploaded	

<b>PI 7.1: Indicator 7.1: UN programmes make a significant contribution to gender equality in the country</b> <b>MISSING REQUIREMENTS</b>		<b>Results</b>
<b>Category</b>	<b>Documents</b>	
	No documents uploaded	

UNCT-SWAP GENDER EQUALITY SCORECARD  
ACCOUNTABILITY FRAMEWORK FOR MAINSTREAMING GENDER EQUALITY AND THE  
EMPOWERMENT OF WOMEN IN UNITED NATIONS COUNTRY TEAMS

FOR MORE INFORMATION ON THE UNCT-SWAP GENDER EQUALITY SCORECARD

PLEASE VISIT

<https://unsdg.un.org/resources/unct-swap-gender-equality-scorecard>

<https://www.unwomen.org/en/how-we-work/un-system-coordination/promoting-un-accountability>

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